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ABSTRACT

The demographic characteristics of the typical volunteer, taken from the personnel files of 208 current and previous volunteers of a Big Brothers agency, indicate the following profile. The modal Big Brother is usually Anglo-American, is a young adult aged 18 to 25, is a student or a full-time employed person, has some college education, lives in areas of the city heavily populated by students but not Little Brothers, is single, has no children, and has lived in the community for between one and five years. A sample of 156 of these volunteers was used in the determination of demographic characteristics which discriminate more and less effective volunteers. Effectiveness was assessed as length of service. Analyses of variance indicated that occupational status had the strongest relationship to effectiveness. More effective volunteers tended to come from white-collar occupations; less effective volunteers came from blue-collar occupations, or student or military backgrounds. When nine volunteer characteristics were used as predictors of effectiveness in a multiple regression analysis, significant results were obtained. The four variables contributing most were: occupational status, educational level, marital status, and employment-student status. (Author)

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WHO IS THE EFFECTIVE VOLUNTEER: CHARACTERISTICS OF SUCCESSFUL BIG BROTHERS

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ABSTRACT

THE PERSONNEL FILES OF 156 CURRENT AND PREVIOUS VOLUNTEERS OF A BIG BROTHERS AGENCY WERE EXAMINED TO DETERMINE DEMOGRAPHIC CHARACTERISTICS WHICH DISCRIMINATE MORE AND LESS EFFECTIVE VOLUNTEERS. ANALYSES OF VARIANCE INDICATED THAT OCCUPATIONAL STATUS HAD THE STRONGEST RELATIONSHIP TO EFFECTIVENESS. MORE EFFECTIVE VOLUNTEERS TENDED TO COME FROM WHITE-COLLAR OCCUPATIONS; LESS EFFECTIVE VOLUNTEERS CAME FROM BLUE-COLLAR OCCUPATIONS, STUDENT OR MILITARY BACKGROUNDS.

WHEN NINE VOLUNTEER CHARACTERISTICS WERE USED AS PREDICTORS IN A MULTIPLE REGRESSION ANALYSIS, A SIGNIFICANT ($p < .005$) R OF .41 WAS OBTAINED. THE THREE VARIABLES CONTRIBUTING MOST WERE: OCCUPATIONAL STATUS, EDUCATIONAL LEVEL, AND MARITAL STATUS. SPECULATIONS ARE OFFERED ABOUT THESE RESULTS AND FUTURE NEEDED RESEARCH.

INTRODUCTION

Since the advent of the Peace Corps in 1961, volunteers have come to play an increasingly crucial role in our society. As many as 26 million Americans volunteered their time last year, contributing the equivalent of nearly thirty billion dollars in man-hours (ACTION, 1975). Earlier surveys duplicate the finding that one in four American adults volunteer (Wright & Hyman, 1958; Manpower Administration, 1969; Hyman & Wright, 1971). There is every indication that the number and proportion of volunteers, the backbone of most community helping agencies, will continue to grow at an accelerating rate.

There is, however, virtually no published research data to assist community agencies select those who will prove to be effective volunteers. Only a handful of studies published within the past two decades were found examining volunteer effectiveness, including Belanger (1972), Leenhouts (1973), Miyashiro (1975), and Werner (1976). This sparse existing literature is spread over several disciplines and is largely of the impressionistic variety. A data base is urgently needed relative to qualities that make for volunteer effectiveness and with respect to other facets of voluntarism.

To contribute to this effort, the focus of this study was to 1) describe the types of persons who volunteer; and 2) to differentiate those who turn out to be relatively more effective volunteers from those who prove to be less effective.

Specifically, data were obtained on nine demographic characteristics of volunteers involved in an important one-to-one relationship with a fatherless boy at a Big Brothers agency. These nine characteristics were used as predictors of volunteer effectiveness. Due to the lack of available, direct measures of effectiveness, length of volunteer service was used as the criterion. Longevity has been used as a dependent and/or criterion variable in a variety of volunteer studies, including Hoerner (1973), Calhoun (1974), Schulman (1975), and Wakefield (1976). Some indirect evidence is available in the literature indicating that the longer a volunteer remained with an agency, the more effective he was (Ansel, 1972; McIntyre, 1972; Kessler, 1975; Byrd, 1976).

It was intended that information on differential effectiveness would assist Big Brothers and perhaps other social service agencies in planning their selection, orientation, training, and supervision programs for volunteers.

METHOD

Subjects

Subjects were a sample of 208 Big Brother volunteers drawn randomly from the universe of men who were previously or currently affiliated with the Big Brothers of Austin agency during the first five years of its existence (1971-1976). Using the alphabetical listing of agency files, every third volunteer was chosen, with the restriction that there be equal

numbers of subjects in each of four subgroups. As a result, of the total sample of 208, one-fourth (52 Big Brothers) were drawn from each of the four following groupings: short-term (less than 13 months) previously affiliated, long-term (13 months or longer) previously affiliated, short-term currently affiliated, and long-term currently affiliated. A representation of the sample used and its relationship to the universe is provided in Figure 1. The minimum length of service required to be considered a "successful" (long-term) volunteer was established at 13 months, as per the suggestion of agency staff, based on the fact that contacts averaged that long in duration. Any Big Brother who sustained contact with his Little Brother for 13 months or longer was considered to be an "effective" volunteer.

Of the four sample groups, the two previously affiliated groups are the most well-defined for the purposes of this study. This is because the final criterion value is known for these two groups, but not for those currently active. Since these Big Brothers are no longer members of the organization, we know that every volunteer in the short-term group was unsuccessful and we can specify his exact number of months of service. Similarly, every volunteer in the long-term group was successful, and his degree of success can be stated exactly. Because these two groups are most appropriate for an analysis using length of service as the criterion, results obtained when analyzing these two groups together will be mentioned specifically whenever these results differ from those obtained using the full sample.

On the other hand, the two currently affiliated groups are similar to each other in that for neither group is the final criterion value known. The volunteers in these groups may ultimately stay with the organization for years or they may leave in a few months. Because they are still affiliated, we do not know their final longevity in the agency. However, the two groups are different in that within the long-term currently affiliated group, at least we know that each volunteer was "successful." For example, if a Big Brother has served 16 months at the time of data collection, it is clear that whatever his ultimate longevity, at least he attained the minimum threshold for "effectiveness." All volunteers in this group were "successful," even though their ultimate level of effectiveness is unknown. In contrast, not only do we not know the exact criterion value for the Big Brothers in the short-term currently matched group, we do not even know whether these volunteers will end up as "effective" or "ineffective." If a volunteer has served in the program for six months at the time of data collection, he may end up serving only nine months or he may end up serving 19 months. Both the interval variable of length of service and the nominal variable of effective or ineffective performance are unknown in this case.

Due to these differences between the four groups, the short-term currently matched group was used primarily to help fulfill the secondary purpose of the study, i.e., to help describe the types of persons who volunteer. In fact, a desire to describe the typical volunteer, be he short-term or long-term, be he currently affiliated or previously affiliated, was the primary rationale for including in the sample Big Brothers from

all four subgroupings. The short-term currently affiliated group is virtually irrelevant to helping fulfill the primary purpose of the study; namely, to differentiate those volunteers who are long-term from those who are short-term. Instead, it was included to help assure representativeness of the sample in the description of the typical Big Brother. Thus, for all other analyses, only the three remaining groups will be used: short-term previously affiliated, long-term previously affiliated, and long-term currently affiliated Big Brothers. In cases where results for these 156 volunteers are different from those obtained using only the 104 previously affiliated volunteers, results obtained in the latter analyses will be given. In addition to these various combined analyses, each of the four groups of volunteers was analyzed separately. Findings obtained within each group will be mentioned if these are different from combined analyses.

Procedures

Data on subjects were abstracted from application forms in the files of the Big Brothers agency. Data were collected on nine demographic variables: ethnic origin, age, level of educational attainment, occupational status, employment-student status, marital status, parental status, length of residence, and area of residence. The definitions of these variables and the ways in which they were coded are given in Table 1. Generally, the highest level of measurement appropriate for each variable was used in the various analyses. Thus, those variables that were interval in nature were treated as such. This included age, level of educational

attainment, and length of residence. The six remaining variables were treated ordinally. For the analyses of variance and distribution statistics, all variables were treated as being nominal. The interval variable of length of service, given in months, was determined by examining caseworker files for each subject. This was the criterion used to assess volunteer effectiveness.

It might be mentioned here that the study used a post hoc design to ensure maximal unobtrusiveness and nonreactiveness. The research was thereby correlational in nature. No experimental manipulations were used. Consequently, any inferences made from the data are not causal, but only associative. A particular demographic variable did not cause volunteer "effectiveness;" it could only be said to be related to "effectiveness."

RESULTS

A secondary purpose of the present investigation was to describe the types of people who volunteer. Specifically, the investigators wanted to know what a typical Big Brother was like in terms of the nine social structural variables examined. For this purpose, all four groups of Big Brothers were combined. Distribution statistics were performed on the total sample of 208 volunteers, using Veldman's (1974) VSTAT package of statistical programs. Frequency distributions and accompanying percentage values for each of the nine demographic variables are given in Table 1.

Examining the modal tendencies for the 208 subjects on each of the nine demographic characteristics, a composite picture of the typical Big Brother volunteer emerges. He tends to be Anglo-American, is a young adult aged 18 to 25, is a student or a full-time employed person, has some college education, lives in areas of the city heavily populated by students but not Little Brothers, is single, has no children, and has lived in the community for between one and five years.

The primary purpose of the study, however, was to differentiate effective from ineffective volunteers. For this purpose, a series of different analyses was performed on the three relevant sample groups. In each analysis, the criterion variable of longevity was used. The mean length of service over all 156 volunteers was 16 months, with a range from 1 to 54 months and a standard deviation of nine months. The distribution of this variable was positively skewed, due to the lower limit of zero months service. For all results reported, analyses were conducted on both the 104 previously affiliated Big Brothers and all 156 volunteers. Only the results obtained using all 156 volunteers will be reported, except in those cases where results using the 104 subjects differ from the overall sample. Intercorrelations of the nine demographic variables and the criterion, using all 156 subjects, are given in Table 2.

Analysis of variance comparisons were made among categories which reflected differing levels for each of the nine demographic variables. Summary results for each analysis are given in Table 5. Only two of these variables yielded significant differences across the categories devised when all 156 volunteers were grouped together. There was a significant

mean difference ($F_{3,152} = 3.35$, $p < .05$) among the subjects as a function of level of educational attainment, with Big Brothers with the most education tending to remain longest.[1] Means and standard deviations for this variable are given in Table 7. Even more significant were the results obtained with respect to occupational status. When volunteers were classified on the basis of level of occupation, it was found that there was a highly significant mean difference ($F_{5,150} = 4.52$, $p < .001$) in longevity across the groups. Big Brothers from white-collar, professional, and semi-professional occupations tended to have a higher mean length of involvement than did blue-collar workers, students, and military personnel. Means and standard deviations for this variable are given in Table 8.

Using only the 104 previously affiliated Big Brothers, two additional variables were found to be significantly related to length of service, as indicated in Table 5. There was a significant mean difference ($F_{4,99} = 2.88$, $p < .05$) among the subjects as a function of their age. As can be seen in Table 6, the relationship between age and length of service is non-linear, although length of service generally increases with increasing age. When volunteers were classified on the basis of area of residence, a significant mean difference ($F_{4,99} = 2.73$, $p < .05$) in longevity across groups was found, with those permanent residents living in South Austin staying in the program the shortest amount of time and those permanent residents living in North and Northwest Austin staying in the program the longest. Means and standard deviations are given in Table 9.

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[1] This finding replicates a similar result obtained in an independent pilot study conducted on 104 subjects, including 52 previously affiliated and 52 currently affiliated Big Brothers.

When the three groups were analyzed separately, several significant findings were obtained. The long-term previously affiliated group yielded a highly significant ($r = .407$, $F_{1,50} = 9.95$, $p < .01$) positive relationship between age and degree of success. The long-term currently affiliated group yielded significant differences ($F_{1,47} = 5.04$, $p < .05$) between Big Brothers of different marital status. Married Big Brothers were more successful than single ones. Also, length of residence yielded significant mean differences ($F_{3,48} = 3.63$, $p < .05$), with Big Brothers who had lived in Austin longer being more successful.

In addition, the nine variables were combined as predictors of success in a multiple regression analysis. The multiple R obtained was .41 ($p < .005$). In general, occupational status (the higher the better), educational level (the higher the better), marital status (married rather than single), and employment-student status (full-time employed person rather than either student or both employed and student) were found to be the best predictors of success. Partitioning the total criterion variance into all possible unique contributions (both independent and joint effects) confirmed the same variables as being the most important contributors to total variance. This statistical tool, similar to multiple regression, was developed by Newton and Spurrell (1967) and Mood (1971). Results obtained using this technique are presented in Table 10.

Subsequent multiple regression and partitioning analyses done on each of the three component subgroupings resulted in significant prediction of the criterion by only the long-term previously affiliated group ($R = .57$, $p < .05$). Thus, in this group, nearly one-third of the total criterion

variance was accounted for. Furthermore, age was the most potent predictor in this analysis.

Confirmatory data were revealed by a principal-components factor analysis with varimax rotation on the nine demographic variables and the criterion. The criterion loaded on a factor defined by occupational status, education level, and employment-student status. Results of the factor analysis are given in Table 3. Apparently, Career Maturity is closely related to volunteer effectiveness, whereas Familial Maturity and Ethnic Residential Stability are not.

Hierarchical profile analyses for all three sample groups combined yielded the most useful findings at the six-group stage. Results are presented in Table 4. The groups with less success as volunteers had lower status occupations, had less educational preparation, were of a younger age, were less likely to be married, and had lived in Austin for a shorter time than had the more successful groups. Special attention might be given to the fifth group (N=23). Looking at the relative values of four discriminating variables (age, education, occupation, and marital status), it appears that this group of volunteers represents the young, responsible, upper class, highly educated volunteer who has postponed consideration of marriage to achieve his professional status. This type of volunteer is highly effective as a Big Brother, tending to stay an average of 16 months with his Little Brother.

Having seen the characteristics of the Big Brothers, some description of the salient attributes of their Little Brothers would be helpful. At

the time these data were collected, there were a total of 407 Little Brothers, ranging in age from eight to sixteen years of age. Of the 407 Little Brothers, 232 (57%) had been matched with a Big Brother, and 175 (43%) were on an active waiting list. The Little Brothers represented three ethnic backgrounds: Anglo (39%), Black (31%), and Mexican-American (30%). It is significant that though there were a larger number of Anglo Little Brothers than minority Little Brothers among the 407, a proportionately smaller number were awaiting placement. The proportion of Anglo youth in that category was 36% as compared to 54% Black youth and 41% Mexican-Americans. Apparently, the availability of the larger number of Anglo Big Brothers has the result that pairings are more easily made for Anglo Little Brothers than for minority Little Brothers. While occasional cross-ethnic pairings do occur, there tends to be a mutual preference of Big and Little Brothers to be paired with someone of the same ethnic backgound.

An additional set of data are requisite to appreciate fully the characteristics identified of those who volunteer to be Big Brothers. In an effort to account for the apparent underrepresentation of Black and Mexican-American Big Brothers, census data were reviewed (Bureau of the Census, 1970, 1976) showing the incidence of Anglo, Black, and Mexican-Americans in Austin. The census data indicated that minority Big Brothers were, in fact, underrepresented among the Big Brother sample. There were 12% Blacks in the community, but only 5% among the Big Brothers sampled. Similarly, there were 17% Mexican-Americans in the city, but only 9% within the sample. In short, despite the large proportion of minority Little

Brothers seeking or using the services of the agency (61%), only 7% Black and 10% Mexican-Americans, or a total of 17% minority Big Brothers were available to serve them.

Finally, while precise data are not available, it is apparent that the Little Brothers also differed from the bulk of the Big Brother sample in regards to socio-economic characteristics. Though many of the Big Brother volunteers appear to be of middle class backgrounds (one indication of which is a median of 14.5 years of education compared to 12.5 years for the city as a whole), by far the largest proportion of Little Brothers came from lower class families. This was evidenced by the fact that many mothers were receiving AFDC assistance. The lower class status of the Austin Little Brothers appears representative of the Little Brothers in many other Big Brother agencies (Hughes, 1970; La Mendola, Note 1).

DISCUSSION

What emerges from this study is the clear inference that Big Brother volunteers are preponderantly middle class individuals. This is evidenced by their occupational status, educational level, and less directly by their ethnicity. Further, these middle class volunteers tend to be established in the community, having lived there at least one year. Presumably they are now able to devote some energies to assisting needy others. These findings replicate similar results reported in a review of studies of volunteer characteristics and performance by Smith and Freedman (1972) and by two large-scale surveys, Manpower Administration (1969) and ACTION (1975).

It has already been pointed out that the largely middle class helpers have volunteered to assist a largely lower class target group of Little Brothers. Two critical questions emerge from this circumstance. The first question suggested is: How effective is the match between Big and Little Brothers given the substantial social class differences existing in the life situations of the two? The second issue is: Why is there not a greater representation among the Big Brother sample of minority adults who would more closely share the social class and perhaps attitudinal characteristics of the minority Little Brothers? Each of these questions deserves elaboration.

With respect to the first issue, there was only one volunteer study that could be found that compares the relative effectiveness of "similarly matched" with "dissimilarly matched" pairs (Baker, 1974). While the results were far from clear-cut, they tend to suggest superior learning outcomes were achieved when tutors and tutees were matched who were similar in ethnicity, age, and education. There is, however, other evidence from the social psychological and psychotherapeutic research literature which points more strongly to the superiority (increased effectiveness) of similar as opposed to dissimilar matches (Goldstein & Simonson, 1971).

The types of matches which are optimal, however, are not only related to similarity. Further, there may be differences depending on the nature of the dyadic relationship involved and particularly on its superficiality versus depth of involvement. Speaking of helping relationships in a psychotherapeutic dyad, Goldstein and Simonson (1971) conclude,"... simplistic or

unidimensional matching studies on patients and therapists have also failed to yield meaningful results on a variety of outcome criteria. Successful dyads, it seems likely, are composed of persons similar in some respects, complementary on others" (p. 170). Clearly, additional effectiveness research focusing directly on both participants of the Big Brother-Little Brother dyad is sorely needed.

The present study was only able to address the question of volunteer effectiveness indirectly. Because of the difficulties in securing direct performance measures of effectiveness, length of service, a necessary but probably not sufficient criterion was used. It is obvious that more direct performance measures, such as improvement in the Little Brother's school performance, decrease in his contact with law enforcement agencies, or improved ratings of Big Brother performance by supervisors, Little Brothers or the parent of the Little Brother would be preferable in evaluating what kinds of Big Brothers turn out to be most effective. Nevertheless, the results achieved in assessing "effectiveness" in this study are deserving of further consideration.

The characteristics of the "effective" Big Brother as indicated by this study clearly points to a male adult who is an established member of the middle class, employed in a white collar position, college educated, a non-student, older and married. Taking our results at face value, they would suggest that it is from this grouping that new volunteers should be most heavily recruited. Examining incidence census data (Bureau of the Census, 1970, 1976) provides heartening information. The higher level

occupational categories within the sample of Big Brothers are underrepresented relative to the pool in the community of professionals (17%), civil service, white collar, and clerical personnel (32%). It appears, then, that those Big Brothers most likely to remain the longest in the program are those underrepresented in the sample vis-à-vis the community, whereas those Big Brothers most likely to withdraw the earliest from the program are those that are heavily overrepresented in the sample.

Thus, looking at the occupational status data for our sample, it is apparent that the largest single occupational category is college students. Indeed, virtually half of the Big Brothers in the sample fall in that classification. The remaining five categories of occupational groups are roughly equal in their representation among the sample. Using the results found, it is clear that students, "blue collar" workers, and military personnel do not persevere nearly as well as do persons from the higher level occupational classifications. This is scarcely surprising given the transitory quality of these groups. To adopt a strategy of preference for the "effective" volunteer as defined here, however, would disenfranchise the bulk of those currently stepping forward to volunteer.

Given the median length of the match of 13 months, used as the operational criterion of "effectiveness," the investigators recognize the distinct possibility that what has been identified is simply stability characteristics. It is possible that the large number of relatively young college students and air force personnel were compelled by their unique circumstances to terminate their relationships prior to the end of the 13-month period. They may well have been highly effective during their available period of contact. The investigators conclude that additional

confirmatory data are required before the "effectiveness" characteristics identified can be seriously entertained. It is, of course, possible that the Big Brothers agency could at least limit their selection of student and air force personnel to those expecting to have at least 13 months' availability to the agency.

The second major issue, dealing with the underrepresentation of lower SES, ethnic minority Big Brothers is also an important issue. Is the underrepresentation of Big Brothers drawn from the minority, lower class strata of the community reflective of the fact that such persons are unable or unwilling to participate due to more immediate and pressing concerns of their own? Is there a lack of valuing for rendering community service, a value strongly inculcated in the majority culture (Morrow, 1978)? No clear answer can be given at this time. It may be that minority, lower class adults are already rendering comparable services to boys in their immediate neighborhoods or as part of their extended family. It is also conceivable that lower class minorities identify the Big Brother agency as an institution representative of the majority culture, and prefer to offer their assistance to other instrumentalities with which they are more closely identified, such as their church.

Keeping in mind Goldstein and Simonson's (1971) conclusion on the problems of matching, it may be sufficient and perhaps even preferable that Big and Little Brothers be similar in ethnic background, but complementary on social class criteria. To the extent that Big Brothers strive to serve as role models, such pairings could serve as an incentive to upward mobility by these Little Brothers.

The resolution of the issues raised by this study must await additional research evidence. The answers obtained should benefit not only Big Brother agencies but other volunteer organizations as well.

While the previous analyses provide helpful data for volunteer agencies, at the same time it should be recognized that using the best possible combination of all nine demographic variables in a multiple regression analysis, only 16% of the variance in length of service was accounted for. This leaves over three-fourths of the criterion variance to be accounted for by other variables. Social structural variables are generally considered to be fairly limited in their effects on most outcome variables (Payne, Payne, & Reddy, 1972). Using predictor variables from other domains, e.g., personality characteristics and behavioral or situational variables, may substantially increase prediction of longevity. Using Smith and Reddy's (1972) "sequential specificity" model of individual voluntary action, one might infer that demographic variables would be the least relevant of several kinds of personal factors. In contrast, personality variables would yield better prediction of participation. Relevant personality traits might include the need for succorance, need for recognition, or need for affiliation. Lastly, attitudinal variables, including attitudes about voluntary participation generally and attitudes about volunteering at a particular agency are most closely related conceptually and temporally to voluntary activity.

Consequently, if the above hierarchy of determinants suggested by Smith and Reddy (1972) is valid, those latter variables should most accurately predict participation, in that they are the most "specific."

Smith (1966) and Rogers (1971) have conducted the only two known studies that tested the applicability of this model. These initial studies support its basic tenents. In their studies, demographic variables accounted for only 12 % and 4% of the variance in participation respectively. Personality and attitudinal variables discriminated to a much greater extent those who sustained their participation from those who terminated their participation prematurely. About one-third of the variance in participation was thereby explained in both studies. Most potent personality variables were achievement motivation and ego-strength or adjustment. Most potent attitude variables were the overall sense of obligation to participate in community organizations and attitudes toward characteristics of the specific voluntary organization investigated.

Similar findings might well be found in an extension of the present study. It is recommended that future research include other sets of predictor variables as well as demographic characteristics in the prediction of volunteer effectiveness or participation. Since virtually all human behavior is multi-determined, using predictor variables from several different realms can only increase the external validity of the results obtained.

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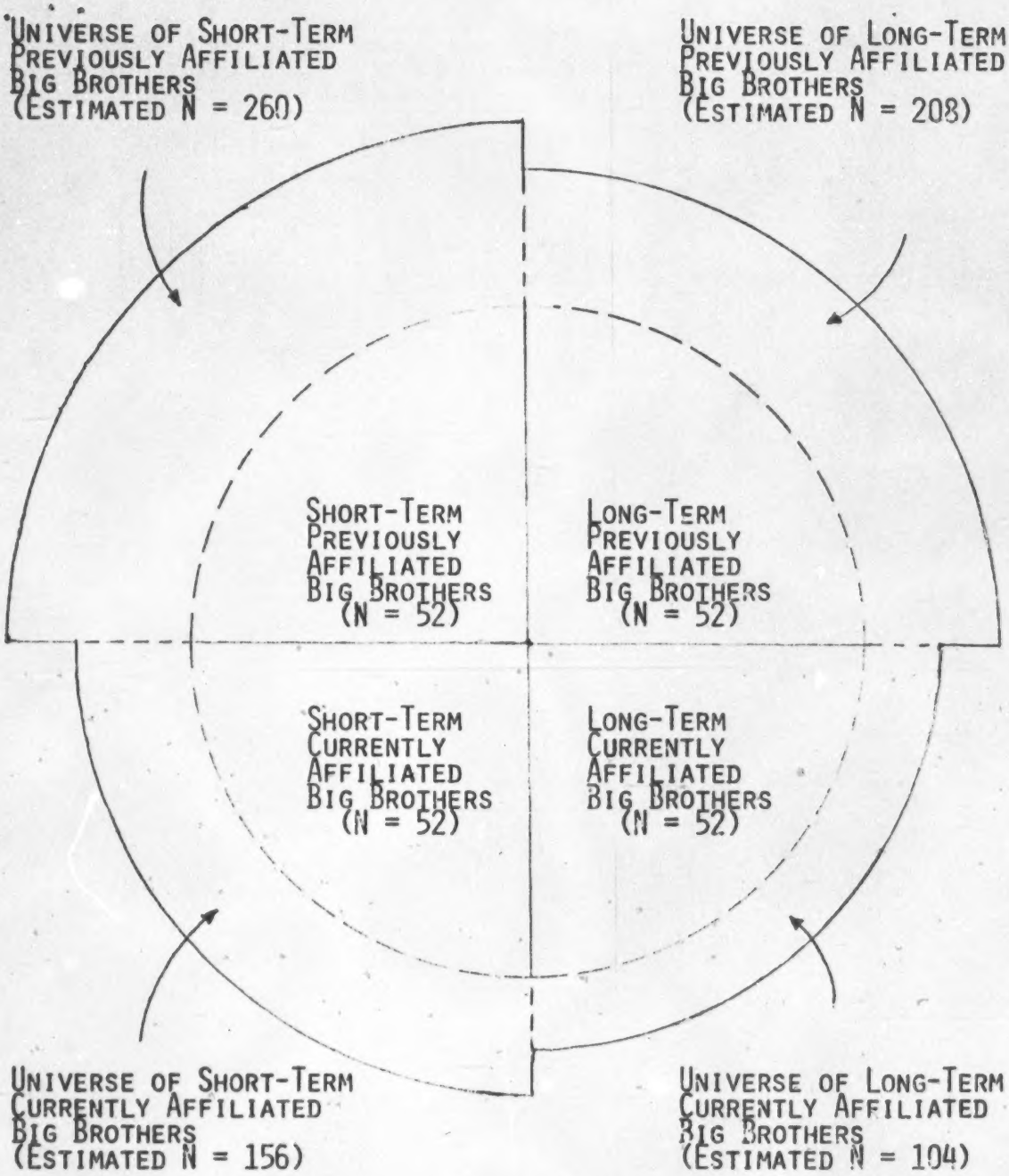
UNIVERSE OF SHORT-TERM PREVIOUSLY AFFILIATED BIG BROTHERS (ESTIMATED N = 260)
UNIVERSE OF LONG-TERM PREVIOUSLY AFFILIATED BIG BROTHERS (ESTIMATED N = 208)
SHORT-TERM PREVIOUSLY AFFILIATED BIG BROTHERS (N = 52)
LONG-TERM PREVIOUSLY AFFILIATED BIG BROTHERS (N = 52)
SHORT-TERM CURRENTLY AFFILIATED BIG BROTHERS (N = 52)
LONG-TERM CURRENTLY AFFILIATED BIG BROTHERS (N = 52)
UNIVERSE OF SHORT-TERM CURRENTLY AFFILIATED BIG BROTHERS (ESTIMATED N = 156)
UNIVERSE OF LONG-TERM CURRENTLY AFFILIATED BIG BROTHERS (ESTIMATED N = 104)

FIGURE 1. THE RESEARCH SAMPLE OF 208 BIG BROTHER VOLUNTEERS AND ITS RELATIONSHIP TO THE UNIVERSE OF BIG BROTHERS AFFILIATED WITH THE BIG BROTHERS OF AUSTIN AGENCY.

TABLE 1

DESCRIPTION AND FREQUENCY DISTRIBUTIONS FOR 208 BIG BROTHER VOLUNTEERS ON EACH OF NINE DEMOGRAPHIC VARIABLES

DEMOGRAPHIC VARIABLE	NOMINAL CATEGORIES AND CODING USED	FREQUENCY	PERCENTAGE
ETHNIC ORIGIN	ANGLO-AMERICAN (1)	180	86
	MEXICAN-AMERICAN (2)	18	9
	AFRO-AMERICAN (3)	10	5
AGE[a]	18 TO 21 YEARS (1)	63	31
	22 TO 25 YEARS (2)	62	30
	26 TO 35 YEARS (3)	59	28
	36 TO 45 YEARS (4)	13	6
	46 YEARS AND OVER (5)	11	5
LEVEL OF EDUCATION[a]	LESS THAN HIGH SCHOOL DIPLOMA (1)	2	1
	HIGH SCHOOL DIPLOMA ONLY (2)	27	13
	SOME COLLEGE (3)	102	49
	COLLEGE DEGREE (4)	36	17
	GRADUATE STUDY (5)	41	20

TABLE 1 (CONTINUED)

DESCRIPTION AND FREQUENCY DISTRIBUTIONS FOR 208 BIG BROTHER VOLUNTEERS ON EACH OF NINE DEMOGRAPHIC VARIABLES

DEMOGRAPHIC VARIABLE	NOMINAL CATEGORIES AND CODING USED	FREQUENCY	PERCENTAGE
OCCUPATIONAL STATUS[b]	PROFESSIONAL (1)	19	9
	SALES (2)	19	9
	CIVIL SERVICE, WHITE COLLAR, CLERICAL (3)	30	14
	BLUE COLLAR (4)	22	11
	STUDENT (5)	96	46
	LOCAL AIR FORCE BASE (6)	20	10
EMPLOYMENT-STUDENT[b] STATUS	EMPLOYED ONLY (1)	110	53
	BOTH STUDENT AND EMPLOYED (2)	42	20
	STUDENT ONLY (3)	54	26
MARITAL STATUS	MARRIED (1)	90	43
	SINGLE (2)	105	51
	SEPARATED, DIVORCED, WIDOWED (3)	13	6
PARENTAL STATUS	HAS CHILDREN (1)	39	19
	HAS NO CHILDREN (2)	169	81

TABLE 1 (CONTINUED)

DESCRIPTION AND FREQUENCY DISTRIBUTIONS FOR 208 BIG BROTHER VOLUNTEERS ON EACH OF NINE DEMOGRAPHIC VARIABLES

DEMOGRAPHIC VARIABLE	NOMINAL CATEGORIES AND CODING USED	FREQUENCY	PERCENTAGE
LENGTH OF RESIDENCE[a]	LESS THAN 1 YEAR (1)	50	24
	FROM 1 TO 5 YEARS (2)	102	49
	FROM 5 TO 10 YEARS (3)	22	11
	GREATER THAN 10 YEARS (4)	34	16
AREA OF RESIDENCE[c]	STUDENT (1)	70	34
	SOUTH/PERMANENT RESIDENTS (2)	42	20
	WEST, NORTHWEST/PERMANENT RESIDENTS (3)	32	15
	NORTH, NORTHEAST/PERMANENT RESIDENTS (4)	40	19
	EAST, SOUTHEAST/MOSTLY MINORITY/PERMANENT RESIDENTS (5)	20	10

[a] THREE VARIABLES WERE ANALYZED USING AN INTERVAL-SCALE FORMAT WHENEVER POSSIBLE: AGE WAS EXPRESSED AS AGE IN YEARS; LEVEL OF EDUCATIONAL ATTAINMENT WAS EXPRESSED AS NUMBER OF YEARS OF SCHOOLING; LENGTH OF RESIDENCE WAS EXPRESSED AS NUMBER OF MONTHS LIVING IN AUSTIN.

[b] TWO BIG BROTHERS WERE EXCLUDED DUE TO RETIREMENT.

[c] FOUR BIG BROTHERS WERE EXCLUDED IN THAT THEY LIVED OUTSIDE OF AUSTIN.

TABLE 2

INTERCORRELATIONS OF NINE DEMOGRAPHIC VARIABLES AND LENGTH OF SERVICE FOR SHORT-TERM PREVIOUSLY AFFILIATED, LONG-TERM PREVIOUSLY AFFILIATED, AND LONG-TERM CURRENTLY AFFILIATED BIG BROTHERS

DEMOGRAPHIC VARIABLE	ETHNIC ORIGIN	AGE	LEVEL OF EDUCATION	OCCUPATIONAL STATUS	EMPLOYMENT-STUDENT STATUS	MARITAL STATUS	PARENTAL STATUS	LENGTH OF RESIDENCE	AREA OF RESIDENCE	LENGTH OF SERVICE (CRITERION)
ETHNIC ORIGIN		.05	-.10	.01	-.07	-.06	-.01	.17[a]	.22[b]	-.08
AGE	.05		.17[a]	-.36[c]	-.42[c]	-.26[b]	-.57[c]	.17[a]	.25[b]	.12
LEVEL OF EDUCATION	-.10	.17[a]		-.60[c]	-.08	.05	-.04	.02	-.05	.18[a]
OCCUPATIONAL STATUS	.01	-.36[c]	-.60[c]		.51[c]	-.01	.13	-.17[a]	-.13	-.30[c]
EMPLOYMENT-STUDENT STATUS	-.07	-.42[c]	-.08	.51[c]		.20[a]	.30[a]	-.18[a]	-.37[c]	-.05
MARITAL STATUS	-.06	-.26[b]	.05	-.01	.20[a]		.36[c]	-.04	-.05	-.14
PARENTAL STATUS	-.01	-.57[c]	-.04	.13	.30[c]	.36[c]		-.03	-.17[a]	.01
LENGTH OF RESIDENCE	.17[a]	.17[a]	.02	-.17[a]	-.18[a]	-.04	-.03		.18[a]	.08
AREA OF RESIDENCE	.22[b]	.25[b]	-.05	-.13	-.37[c]	-.05	-.17[a]	.18[a]		.05
LENGTH OF SERVICE (CRITERION)	-.08	.12	.18[a]	-.30[c]	-.05	-.14	.01	.08	.05	

NOTE: N = 156

[a] $P < .05$

[b] $P < .01$

[c] $P < .001$

TABLE 3

VARIMAX FACTOR LOADINGS ON NINE DEMOGRAPHIC VARIABLES AND LENGTH OF SERVICE FOR 156 BIG BROTHER VOLUNTEERS

DEMOGRAPHIC VARIABLE	FACTOR I: FAMILIAL MATURITY	FACTOR II: ETHNIC RESIDENTIAL STABILITY	FACTOR III: CAREER MATURITY
PARENTAL STATUS	.84	-.02	-.03
AGE	.71	.23	.30
MARITAL STATUS	.70	.07	.11
AREA OF RESIDENCE	-.21	.69	-.01
ETHNIC ORIGIN	.06	.64	-.24
LENGTH OF RESIDENCE	.03	.60	.14
EMPLOYMENT-STUDENT STATUS	.45	-.49	-.34
OCCUPATIONAL STATUS	.12	-.24	-.87
LEVEL OF EDUCATION	.06	-.10	.81
LENGTH OF SERVICE (CRITERION)	-.07	-.05	.48

TABLE 4

MEANS FOR SIX GROUPS OF SUBJECTS ON EACH OF NINE DEMOGRAPHIC VARIABLES AND LENGTH OF SERVICE, RESULTING FROM A HIERARCHICAL PROFILE ANALYSIS OF 156 BIG BROTHERS

DEMOGRAPHIC VARIABLE	HIERARCHICAL GROUP CODE					
	1 (N=34)	2 (N=9)	3 (N=17)	4 (N=59)	5 (N=23)	6 (N=3)
ETHNIC ORIGIN	1.1	1.2	1.4	1.1	1.1	1.0
AGE	23.5	48.4	26.5	22.1	30.7	26.8
LEVEL OF EDUCATION	14.4	14.7	15.0	14.5	16.5	15.6
OCCUPATIONAL STATUS	4.8	3.6	3.5	4.7	2.3	2.9
EMPLOYMENT-STUDENT STATUS	1.8	1.0	1.3	2.1	1.1	1.3
MARITAL STATUS	1.6	1.1	1.6	1.7	1.6	1.1
PARENTAL STATUS	1.9	1.1	1.9	1.9	1.6	1.9
LENGTH OF RESIDENCE	2.4	5.3	28.8	2.2	2.7	3.8
AREA OF RESIDENCE	2.2	3.4	3.2	2.4	2.9	3.0
LENGTH OF SERVICE (CRITERION)	5.3	14.1	16.5	17.5	18.9	41.6

TABLE 5

ANALYSIS OF VARIANCE COMPARISON OF LENGTH OF SERVICE WHEN 104 PREVIOUSLY AFFILIATED BIG BROTHERS AND SUBSEQUENTLY WHEN ALL 156 BIG BROTHERS ARE EXAMINED ON THE BASIS OF NINE DEMOGRAPHIC VARIABLES

DEMOGRAPHIC VARIABLE	df	F	p
ETHNIC ORIGIN	(2,101)	.75[a]	N.S.
	(2,153)	.87[b]	N.S.
AGE	(4,99)	2.88	.03
	(4,151)	1.30	N.S.
LEVEL OF EDUCATION	(3,100)	2.06	N.S.
	(3,152)	3.35	.02
OCCUPATIONAL STATUS	(5,98)	4.71	.001
	(5,150)	4.52	.001
EMPLOYMENT-STUDENT STATUS	(2,101)	.53	N.S.
	(2,153)	1.18	N.S.
MARITAL STATUS	(2,101)	1.50	N.S.
	(2,153)	1.61	N.S.
PARENTAL STATUS	(1,102)	.45	N.S.
	(1,154)	.01	N.S.
LENGTH OF RESIDENCE	(3,100)	.80	N.S.
	(3,152)	1.60	N.S.
AREA OF RESIDENCE	(4,99)	2.73	.03
	(4,151)	2.41	N.S.

[a] VALUES FOR FIRST LISTED ENTRIES ON THIS AND SUBSEQUENT VARIABLES ARE FOR 104 PREVIOUSLY AFFILIATED BIG BROTHERS.

[b] VALUES FOR SECOND LISTED ENTRIES ON THIS AND SUBSEQUENT VARIABLES ARE FOR ALL 156 BROTHERS.

TABLE 6

MEANS AND STANDARD DEVIATIONS FOR 104 PREVIOUSLY AFFILIATED BIG BROTHERS SHOWING THE EFFECT OF AGE UPON LENGTH OF SERVICE

AGE OF BIG BROTHER	MEANS (IN MONTHS)	STANDARD DEVIATIONS	N
18 TO 21 YEARS	11.1[a]	5.7	34
22 TO 25 YEARS	10.3	6.2	31
26 TO 35 YEARS	14.1	7.2	29
36 TO 45 YEARS	5.8	6.9	4
46 YEARS AND OVER	16.5	11.6	6

[a]MEANS ARE SIGNIFICANTLY DIFFERENT AT $P < .05$ LEVEL.

TABLE 7

MEANS AND STANDARD DEVIATIONS FOR 156 BIG BROTHERS SHOWING THE EFFECT OF LEVEL OF EDUCATION UPON LENGTH OF SERVICE

LEVEL OF EDUCATION OF BIG BROTHER	MEANS (IN MONTHS)	STANDARD DEVIATIONS	N
HIGH SCHOOL DIPLOMA OR LESS	12.5[a]	10.2	24
SOME COLLEGE	14.8	7.4	73
COLLEGE DEGREE	20.0	13.3	28
GRADUATE STUDY	17.5	9.1	31

[a]MEANS ARE SIGNIFICANTLY DIFFERENT AT $P < .05$ LEVEL.

TABLE 8

MEANS AND STANDARD DEVIATIONS FOR 156 BIG BROTHERS SHOWING THE EFFECT OF OCCUPATIONAL STATUS UPON LENGTH OF SERVICE

OCCUPATIONAL STATUS OF BIG BROTHER	MEANS (IN MONTHS)	STANDARD DEVIATIONS	N
PROFESSIONAL	19.0[a]	10.4	17
SALES	21.1	14.4	14
CIVIL SERVICE, WHITE COLLAR, CLERICAL	20.6	9.2	20
BLUE COLLAR	14.6	10.3	20
STUDENT	14.9	7.8	69
LOCAL AIR FORCE BASE	8.6	6.3	16

[a]MEANS ARE SIGNIFICANTLY DIFFERENT AT $P < .001$ LEVEL.

TABLE 9

MEANS AND STANDARD DEVIATIONS FOR 104 PREVIOUSLY AFFILIATED BIG BROTHERS SHOWING THE EFFECT OF AREA OF RESIDENCE UPON LENGTH OF SERVICE

AREA OF RESIDENCE OF BIG BROTHER	MEANS (IN MONTHS)	STANDARD DEVIATIONS	N
STUDENT	11.1[a]	6.1	33
SOUTH/PERMANENT RESIDENTS	9.1	6.3	19
WEST, NORTHWEST/PERMANENT RESIDENTS	16.3	9.1	16
NORTH, NORTHEAST/PERMANENT RESIDENTS	12.7	7.0	23
EAST, SOUTHEAST/MOSTLY MINORITY/PERMANENT RESIDENTS	11.2	5.3	13

[a]MEANS ARE SIGNIFICANTLY DIFFERENT AT $P < .05$ LEVEL.

TABLE 10

PARTITIONING OF THE VARIANCE IN LENGTH OF SERVICE FOR 156 BIG BROTHERS INTO THE UNIQUE CONTRIBUTION MADE BY EACH OF NINE DEMOGRAPHIC VARIABLES CONSIDERED SINGLY AND BY ANY SUBSTANTIAL INPUT ADDED BY TWO OR MORE OF THESE VARIABLES CONSIDERED JOINTLY

DEMOGRAPHIC VARIABLES	SQUARED MULTIPLE CORRELATION R^2	UNIQUE PROPORTION OF CRITERION VARIANCE EXPLAINED	PERCENTAGE WHICH THIS UNIQUE PORTION IS OF THE TOTAL EXPLAINED VARIANCE[a]	p [b]
DEMOGRAPHIC VARIABLES CONSIDERED SINGLY				
ETHNIC ORIGIN	.01	.01	6.05	.19
AGE	.01	.01	1.16	.58
LEVEL OF EDUCATION	.03	.01	1.33	.55
OCCUPATIONAL STATUS	.09	.08	46.55	.0007
EMPLOYMENT-STUDENT STATUS	.01	.03	18.27	.02
MARITAL STATUS	.02	.04	25.07	.009
CHILDREN STATUS	.01	.01	5.09	.24
LENGTH OF RESIDENCE	.01	.01	.88	.63
AREA OF RESIDENCE	.01	.01	3.78	.31
DEMOGRAPHIC VARIABLES CONSIDERED JOINTLY[c]				
OCCUPATIONAL STATUS WITH LEVEL OF EDUCATION	.09	.03	15.98	

TABLE 10 (CONTINUED)

PARTITIONING OF THE VARIANCE IN LENGTH OF SERVICE FOR 156 BIG BROTHERS INTO THE UNIQUE CONTRIBUTION MADE BY EACH OF NINE DEMOGRAPHIC VARIABLES CONSIDERED SINGLY AND BY ANY SUBSTANTIAL INPUT ADDED BY TWO OR MORE OF THESE VARIABLES CONSIDERED JOINTLY

DEMOGRAPHIC VARIABLES	SQUARED MULTIPLE CORRELATION R^2	UNIQUE PROPORTION OF CRITERION VARIANCE EXPLAINED	PERCENTAGE WHICH THIS UNIQUE PORTION IS OF THE TOTAL EXPLAINED VARIANCE[a]	p[b]
OCCUPATIONAL STATUS WITH MARITAL STATUS	.11	-.01	-7.98	
OCCUPATIONAL STATUS WITH EMPLOYMENT-STUDENT STATUS	.10	-.03	-17.57	
MARITAL STATUS WITH EMPLOYMENT-STUDENT STATUS	.02	-.01	-5.81	
OCCUPATIONAL STATUS WITH MARITAL STATUS WITH EMPLOYMENT-STUDENT STATUS	.14	.01	5.28	

NOTE: THIS TABLE IS SOMEWHAT ANALOGOUS TO REPORTING THE RESULTS OF A MULTIPLE REGRESSION ANALYSIS. THE MAJOR SOURCES (DEMOGRAPHIC VARIABLES) ACCOUNTING FOR THE EXPLAINED VARIANCE IN LENGTH OF SERVICE ARE SPECIFIED, AND THEIR PERCENTAGE CONTRIBUTION SHOWN. THE TOTAL CRITERION VARIANCE ACCOUNTED FOR HERE IS BASED ON A MULTIPLE R OF .41 ($F_{9,146} = 3.1$, $p < .005$).

[a] NEGATIVE VALUES REFER TO INDIRECT OR SUPPRESSOR EFFECTS.

[b] PROBABILITY VALUES FOR COMBINATIONS OF VARIABLES CANNOT BE COMPUTED.

[c] FOR THE JOINT ANALYSES, COMBINATIONS OF VARIABLES WERE INCLUDED IF THE PERCENTAGE OF EXPLAINED VARIANCE WAS GREATER THAN +5.0% OR LESS THAN -5.0%.

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ABSTRACT

THE PERSONNEL FILES OF 156 CURRENT AND PREVIOUS VOLUNTEERS OF A BIG BROTHERS AGENCY WERE EXAMINED TO DETERMINE DEMOGRAPHIC CHARACTERISTICS WHICH DISCRIMINATE MORE AND LESS EFFECTIVE VOLUNTEERS. ANALYSES OF VARIANCE INDICATED THAT OCCUPATIONAL STATUS HAD THE STRONGEST RELATIONSHIP TO EFFECTIVENESS. MORE EFFECTIVE VOLUNTEERS TENDED TO COME FROM WHITE-COLLAR OCCUPATIONS; LESS EFFECTIVE VOLUNTEERS CAME FROM BLUE-COLLAR OCCUPATIONS, STUDENT OR MILITARY BACKGROUNDS.

WHEN NINE VOLUNTEER CHARACTERISTICS WERE USED AS PREDICTORS IN A MULTIPLE REGRESSION ANALYSIS, A SIGNIFICANT ($p < .005$) R OF .41 WAS OBTAINED. THE THREE VARIABLES CONTRIBUTING MOST WERE: OCCUPATIONAL STATUS, EDUCATIONAL LEVEL, AND MARITAL STATUS. SPECULATIONS ARE OFFERED ABOUT THESE RESULTS AND FUTURE NEEDED RESEARCH.